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CIA CAREER SERVICE BOARD

12th Meeting

Thursday, 29 October 1953

11:00 a.m.

DCI Conference Room

Administration Building

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12th Meeting, CIA Career Service Board, held 29 October 1953.

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CIA CAREER SERVICE BOARD

12th Meeting

Thursday, 29 October 1953

11:00 a.m.

DCI Conference Room

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In Attendance:

Lyman B. Kirkpatrick, Inspector General, Chairman

[REDACTED] Chief, PP, Member

[REDACTED], Acting Personnel Director, Alternate for 25X1A9a
the AD/Personnel, Member

[REDACTED] Acting Deputy Assistant Director, CI, Alternate
for the AD/CI, Member

[REDACTED] AD/Communications, Member

[REDACTED] Assistant to the Director of Training, Alternate
for the Director of Training, Member 25X1A9a

[REDACTED] Chief, Administrative Staff, DD/P

John R. Tietjen, Chief, Medical Staff

[REDACTED] Chairman, Legislative Task Force 25X1A9a

Lawrence K. White, Acting DD/A, Member

[REDACTED] Executive Secretary

[REDACTED] Secretariat 25X1A9a

[REDACTED], Reporter

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. . . The 12th Meeting of the CIA Career Service Board convened at 11:00 a.m., 29 October 1953, in the DCI Conference Room, Mr. Lyman B. Kirkpatrick presiding . . .

MR. KIRKPATRICK: Gentlemen, we will come to order.

The first item on the agenda is the minutes of the meeting of last week.

Are there any corrections or amendments? If not, we will consider them approved as presented.

Item 2 on the agenda is Tab A, Medical Benefits for Dependents of Employees, and Additional Medical Benefits for Employees. Are there any comments or discussions on this particular report or would you like further explanation from [REDACTED] 25X1A9a

[REDACTED] Kirk, I have several things I would like to point out as being changes that have occurred since they were able to put this together. None of them are extremely important, I don't believe, but if you want me to go into them I will. For example, some of the coverage of WAEPA has been extended, and GEHA has been extended. Now if you want me to go into those points I'll do it. 25X1A9a

[REDACTED] I don't think so. I think this group was made aware at one of these meetings that WAEPA coverage had been extended, so in fact any one in CIA can forget about it. Formerly you would have had to inveigle a little bit unless you were going abroad. 25X1A9a

[REDACTED] It's just a result of those things having happened since you wrote it. 25X1A9a

[REDACTED] Has WAEPA been extended to the point where it is worth a damn overseas? If you were in Timbuktu it wouldn't do you much good. 25X1A9a

[REDACTED] The coverage has been extended considerably. I'm looking at the chart with the Study here, and I can point out a couple for you as an example. The \$6 a day limit that previously existed in now \$9 on accommodations' costs. You see even there, even on GHI, you have a \$10 limit overseas. But they have extended this for that much. And for certain hospital extras where there had been no benefits for those services, GEHA now offers \$135 for such things as sterile tray services, plaster casts, etc.

[REDACTED] That is in here. 25X1A9a

Where is this in the Tab, Charlie?

It's Annex 1 to Tab C of Tab A.

25X1A9a

[REDACTED]: On page 2, there, where it says \$135, that used to be \$30. So I believe that you will find that under their present schedule today they are doing considerably better.

MR. KIRKPATRICK: Does that actually change anything in the principle of the Tab, as presented?

25X1A9a

[REDACTED] Only to a degree, and it's not what I would call a significant degree, really, because in the first place the coverage which was involved with GEHA only touched on the problem anyway; in other words, it didn't go into the question of transportation, for one thing, which is a major cost in connection, specifically, with dependents. So GEHA's plans of insurance have no affect on it.

25X1A9a

[REDACTED]: There is one point about that, though, John. In your discussion on page 4, starting with the example, take the case of the wife who gets polio. You say we wouldn't be authorized to return that woman. Well, I think we would be authorized by simply giving her a PCS return. It wouldn't seem reasonable that she could expect to recover from polio during the length of tour of the individual, so you could, under a PCS arrangement, bring them back.

25X1A9a

[REDACTED]: But don't they have to pay their own expenses and later put in for the claim?

MR. WHITE: We have actually done it in advance of the employee coming back, but in each case it does require special treatment and coming up to us to handle as an exception to the rule.

25X1A9a MR. [REDACTED] But doesn't the employee have to pay and put in a claim?

MR. WHITE: No, we have done it the other way on several occasions where we would go ahead and pay their way back.

MR. [REDACTED] for the employee.

25X1A9a

MR. [REDACTED]: I was thinking of people [REDACTED]

25X1C4a

[REDACTED] That is right, we are a little less free then.

25X1A9a

[REDACTED] Or if the timing were different. For example, it would be a little difficult to cover if it happened 2 months after they got over there. But on these other things the way we've tried to solve it, the actual situation was such that we could finagle a way.

[REDACTED] How did you do it with [REDACTED]

25X1A9a

25X1A9a

[REDACTED] That was a free deal. That was on a space available basis.

[REDACTED] You can usually make a deal.

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MR. WHITE: What we are saying here is that we would like to have some system where we wouldn't have these individual deals. We do our best to solve an individual case but we would prefer to have a system. 25X1A9a

[REDACTED]: It takes a lot of manhours and you may not be able to solve it in the last analysis. 25X1A9a

[REDACTED] With the increasing budget restrictions and reimbursements getting a little more difficult all the while, I don't see any reason to hope it will be any better.

MR. WHITE: It takes a special consultation between the DD/A and the General Counsel and the Comptroller and Personnel Officer for each individual case that arises, to find some way to work it out. It would be far better if we had a clear-cut authority to do something.

[REDACTED] Would it be feasible to make a distinction here between hardship overseas? 25X1A9a

[REDACTED] In a sense that is done here, John. It isn't spelled out just that way but it is related to a causal connection between the two; in other words, a dependent getting a benefit in [REDACTED] wouldn't get any such consideration but if they got TB in [REDACTED] they might. 25X1A6a
25X1A6a
25X1A9a

[REDACTED] If you had appendicitis in [REDACTED] you might have to fly out of there. 25X1A6a

[REDACTED] A lot of men wouldn't have to be doing that but supposing it's their children? 25X1A9a

25X1A9a MR. [REDACTED] That is the heart of this.

[REDACTED] That is the heart of this whole problem. We are talking about dependents. 25X1A9a

25X1A9a MR. [REDACTED] The people we have out in [REDACTED] and those places, to induce a man to go out there with his family he should be assured that he is going to be taken care of and he should be satisfied that he is not going to have to pay more than he would pay back here in Washington. 25X1A6a
25X1A9a

[REDACTED] In most cases he would rather waive his own considerations and get the benefits for his kids.

25X1A9a MR. [REDACTED] Because his hospitalization is not going to help him to get from say [REDACTED] I think that is the heart of the thing. I couldn't argue for benefits for dependents in [REDACTED] or anyplace that 25X1A6a

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is comparable to Washington, but in some of these South American Stations, for instance, medicine is kind of primitive, isn't it?

MR. TIETJEN: Yes. In fact, in case of an illness occurring very far south, down as far as the [REDACTED] they are usually flown all the way up to [REDACTED] Hospital in [REDACTED] to be cared for.

MR. [REDACTED] I noticed that wasn't spelled out in the Study but I assumed that the General Counsel and the DD/A would work out what is almost, in principle, equivalent to a post differential.

[REDACTED]: That, in a sense, is hidden in these words: "The eligibility for such benefits should depend on a prior determination of causal relationship based on exposure to additional hazard in a manner similar to the standard utilized by the Bureau of Employees Compensation." Now where an employee, for example, had appendicitis in [REDACTED] he could go to a hospital and he wouldn't enter the picture, but if an employee got appendicitis in [REDACTED] where there wasn't a hospital, they would pay for it, because there is an additional hazard in being in a place where there is no hospital.

MR. [REDACTED] Would they pay for air transportation up to [REDACTED]

[REDACTED] To an appropriate hospital, yes.

MR. [REDACTED] For a dependent?

[REDACTED] No, but this paper proposes it for the dependent.

[REDACTED] The employees are taken care of reasonably well under our present existing Regulations, but the dependents are out in the weeds.

[REDACTED] Then the question of TDY would not enter into this thing?

Well, it does in here.

Would it include dependents?

No.

[REDACTED]: But it enters into it from the fact that the employee may have to accompany the dependent because there may be no other way of getting the sick dependent to a place where there are facilities to take care of them.

MR. WHITE: But your paper is not directed to that. Your paper is directed toward taking care of [REDACTED] next time he goes to Europe.

[REDACTED] That is right.

MR. KIRKPATRICK: Any other comments on this particular paper? Are there any changes which anybody wishes to be made?

[REDACTED] I sure wouldn't weaken what we are trying to do here for

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dependents by trying to throw in any additional benefits for employees. We could throw in that caveat.

[REDACTED] Eliminate the TDY coverage.

25X1A9a

[REDACTED] One is important and the other would be kind of nice if we could get it.

25X1A9a

[REDACTED] They are two entirely separate problems but since they are both emergency medical cases they are in the same paper.

25X1A9a

[REDACTED] You can fiddle around on a TDY trip and extend it to [REDACTED] where there is a hospital, but a dependent couldn't very well do that.

25X1A6a

MR. WHITE: But that doesn't take care of the fellow who is on a trip over there and who is really sick and needs hospitalization, and for all of the costs and things that go into it, that doesn't help him any.

MR. TIETJEN: The benefits that we are asking for on TDY are already available for the State Department. Their terminology is "assigned abroad", while ours is more specific, to categories. This is already available and there wouldn't be much of a scrap on that. The scrap would be on the dependents.

25X1A9a

[REDACTED] The present estimate is only \$4000 for that feature, for TDY. It's almost negligible, not to the individual but to the over-all problem.

[REDACTED] You make it \$6000 by including the territories.

25X1A9a

[REDACTED] Yes.

MR. TIETJEN: John, I'd like to ask a question to clarify one point here. The BEC is used as the comparative qualifying norm which we would follow?

[REDACTED] Yes.

25X1A9a

MR. TIETJEN: To be more specific let's take the case of appendicitis, when an individual's dependent is stricken with the disease on [REDACTED] let's say, and it is a complicated case which requires that he be flown to [REDACTED] Under this legislation, if we were to get it, would this be reimbursed?

25X1A6a

25X1A9a

[REDACTED] I should think so, John.

MR. TIETJEN: Although the BEC doesn't recognize appendicitis as a claim?

25X1A9a

[REDACTED] I don't think we should take that too literally. Writing up this standard for actual legislation was difficult but what we are basically at is a causal relationship: But for the fact that we put this man on [REDACTED]

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25X1A6a

there wouldn't be this additional expense of shipping him from [REDACTED] for hospital care.

MR. TIETJEN: I wanted some assurance that certain of the island posts in the Pacific where things which are normally taken care of here very easily, and not recognized by the BEC, are problems of magnitude over there. For example, even pregnancy on certain of the islands over there, they have to be flown 100 miles through sleet storms, etc., and this is an added expense and quite a danger, etc. This would never be recognized under BEC.

[REDACTED] Correct, but the standard is the same.

25X1A9a

Isn't the point that you are making, quite important here, that in these out-of-the-way places what we need is help on transportation rather than help on medical care? In other words, in cases of pregnancy or appendicitis the problem is to get the person to a place where he can get medical care, not to pay for the care?

25X1A9a

25X1A6a

[REDACTED] You wouldn't call being on [REDACTED] causal relationship with pregnancy.

25X1A9a

[REDACTED] But there is a causal relationship as far as transportation is concerned.

25X1A9a

[REDACTED] We are not proposing to take care of pregnancy as a causal relationship but we do recognize that the care of pregnancy, under proper facilities, requires an important expense for somebody with respect to transportation, not with respect to care.

25X1A9a

[REDACTED] Then you have to keep an eye on insurance as to the kind of transportation provided. That is one that I think has to be discussed.

25X1A6a

25X1A9a

MR. [REDACTED] We had a man in [REDACTED] whose wife was 7 months pregnant and he wanted her flown to [REDACTED] and the airlines wouldn't take her because she was under 8 months pregnant. He had to go with her and it cost him quite a bit of money, much more than here.

25X1A6a

MR. TIETJEN: Rud, to answer your question, there is more to it, actually, than just the cost of transportation; for example, in [REDACTED] the facilities aren't considered adequate for deliverance so they generally fly them up to [REDACTED] In order to do that they have to be flown in advance of the expected date of delivery, which means a dependent has to go up there and either sit in a hotel or in a hospital for two to three weeks waiting for her baby to be born. In addition

25X1A6a

25X1A6a

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to that, having gotten the foundling she has to return on her own flight with the new-born baby in order to get back to [REDACTED] So these are extra considerations over and above just transportation.

25X1A6a

25X1A9a

[REDACTED] I am considering that as a transportation problem rather than the medical cost of delivery which would be properly borne by the employee if the facilities were available, without these other fringe, marginal expenses.

MR. TIETJEN: I think we should also recognize the need and cost in bringing medicine to the area, say from [REDACTED]

25X1A6a

MR. KIRKPATRICK: I think all of these items are supporting evidence which the Personnel Office will have to gather together in preparing the legislation.

25X1A9a

MR. [REDACTED] This and educational benefits for the children are the two things that are the stickers in trying to get people to go to these out-lying places. If they could be assured they are not going to be stuck--they will even stand for high rents, higher than in Washington, with normal gripes--but the other two markedly reflects our ability to recruit and get them to do a good job, because they're worrying about these things all the time.

25X1A9a

[REDACTED] If you say "Do this for your country" he says "My kids come first."

25X1A9a

[REDACTED] Perhaps from an over-all point of view it's a question of supplying the American standard of living with respect to education and health for your dependents. As I see it that is what it really amounts to in a very broad sense.

MR. KIRKPATRICK: Do you have some additional comments, Paul?

25X1A9a

[REDACTED] I don't know whether this is the appropriate place to bring it up but it's the question of the kind of transportation used and the fact that your insurance is nullified.

25X1A9a

[REDACTED] My only comment there is that is the subject of another Task Force Study, another report which is not available yet, the kind of insurance and whether the Agency will make an individual "hole"--I believe that is the technical word--in the event of cancellation of insurance by using strange and improper transportation.

25X1A9a

[REDACTED] Your accident insurance is nullified.

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[REDACTED]: Paul, to partially answer your question, if we were able to get this, this would help in that there would be less tendency to try to hop an individual somewhere. 25X1A9a

[REDACTED] If I were abroad I would object to my wife being sent on MATS any place because it would completely nullify what insurance coverage you do have. 25X1A9a

[REDACTED] Don't most insurance policies cover MATS now? 25X1A9a

No, they don't.

Most of them don't.

25X1A9a

MR. [REDACTED] Some of them cover only scheduled domestic airlines.

[REDACTED] I investigated Prudential and they said, "Nothing doing. 25X1A9a

You lose it."

25X1A9a

[REDACTED] That is the prime target of the Insurance Task Force which is about to go into some really active work. 25X1A9a

[REDACTED] So I rode all over [REDACTED] on an L-5 which nobody would cover. 25X1A6a

25X1A9a

MR. [REDACTED] Even Lloyds?

25X1A9a

[REDACTED] That is right. So I don't know how you are going to take care of that but I think it's an essential part of the operational side of this picture. 25X1A9a

[REDACTED] I think the Insurance Task Force should be directed to discuss that particular point. That is their first priority. 25X1A9a

[REDACTED] Speaking for the Legal Office now, I'd like to point out that we have grave reservations on how far we can get with the Congress on this. That is the reason for this last recommendation, "e", that there be continuing reports to the Career Service Board on the progress being made. In the normal course of events when you start negotiating or discussing proposed legislation with the Bureau of the Budget, you can quickly get some indication of the reception it is going to get. When you get your first loud "NO" from that group, this Board ought to be aware of it so the next course of action can be determined, whether we press ahead or whether we draw in our horns. So I want to make that point to this Board. 25X1A9a

MR. [REDACTED] It seems to me this whole incentive program is going to necessitate the sympathetic understanding and the willingness to support it by selected members of Congress. You heard me make my speech on how I think that

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we as an Agency should be recognized by a sponsored group in Congress who knows our business and realizes that unless we can have incentives we can't have a good intelligence service. If you took Fulbright, or somebody in that category, out to the Near East, they would support a thing like this and might even originate it. Now the Defense Department is coming in again. They have a tentative legislation drawn up for complete, guaranteed medical benefits for all employees and all dependents of all military personnel. They're not worried about the Bureau of the Budget. They have been knocked down a good many times but they're going after it again. Our argument should be the necessity for having a career service. 25X1A9a

[REDACTED]: The Legislative Task Force concurred 100% on that approach.

MR. KIRKPATRICK: After the Director decides if he is going for legislation we will have to lay on an educational campaign for selected Senators and Members of the House as to what we want. I think on the Senate side it won't be too difficult because we have a lot of friends fairly well-educated into our work. It's going to be more difficult on the House side because of the size of the body concerned. But we have one great advantage in that Chairman Rees of the Civil Service Committee, which certainly has a passing interest in this, has

25X1A

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[REDACTED] Is he happy? (Laughter)

25X1A9a

MR. KIRKPATRICK: Apparently. If he isn't, John, you know who is responsible.

25X1A9a

. . . [REDACTED] joined the meeting . . .

25X1A9a

[REDACTED]: What has happened to the Mansfield proposal, Kirk?

MR. KIRKPATRICK: I think we will know a little bit better this after-

[REDACTED] 25X1X

the proposal itself is concerned there undoubtedly would be a certain amount of jealousy on the part of the Armed Services Committee, which is our present father in the Senate. They are always reluctant to yield their control over any organization, which they would in effect be doing if Senator Mansfield's Committee were set up, because by tradition he would be the Chairman of the new Committee;

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plus the fact that I don't see any great likelihood of either Bridges or Taber yielding the appropriations. So it is quite a complicated factor.

25X1A9a

[REDACTED] we are just about completing discussions of Tab A. Do you have any comments you want to make on that?

25X1A9a

[REDACTED] Other than I think it's a reasonable and appropriate approach. I have gone over it in some detail with [REDACTED]

25X1A9a

MR. KIRKPATRICK: If we have no further comment or discussion on that I will assume it is the will of the Board to put this with the other tabs we have already discussed as a package to be presented to the Director.

25X1A9a

[REDACTED] I am reminded of a remark [REDACTED] once made to me. He said: "Do you mean to say these spooks of ours have wives and children?" (Laughter)

25X1A9a

[REDACTED]: My apologies, Mr. Chairman, for being late. I was unavoidably detained.

MR. KIRKPATRICK: Let's go on to Tab B, Death Gratuity as a Career Service Benefit. It seems to me there is a slight incongruity in the subject title, but that is alright. (Laughter)

I think this can be best summarized by stating that the Legislative Task Force thinks that the survivors should get a lump sum at the time of the unfortunate event, which I think, from a practical point of view, is very sound.

Is there any discussion or comment on this tab or proposal?

MR. WHITE: I have one, Kirk. I questioned the advisability of giving the same thing to the military person on active duty who, in addition, gets his service gratuity. I don't quite see the justice of it; and, secondly, I don't think it would have a chance in tacking that on to legislation.

25X1A9a

[REDACTED] This \$1000?

MR. WHITE: Yes. The proposal, as I understand it, was that you give this \$1000 to everybody, including a Regular Army officer, for example.

25X1A9a

[REDACTED] No, just to staff people. You exclude consultants, special contract personnel and military personnel.

25X1A9a

[REDACTED] I think the use of the term "regular officers" here on page 3 was confusing.

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[REDACTED] (Reading) "... regular officers and employees of the Agency, excluding consultants, persons whose services are obtained by special

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contracts, and military personnel . . ." It was excluding the military.

[REDACTED]: Would this include State Department people assigned to us?

No.

25X1A9a

They have their own.

MR. KIRKPATRICK: There is a comma in the wrong place, if you want to get technical about it.

25X1A9a

[REDACTED] What is a "regular officer" of the Agency? That is not defined. We should stick to the terminology of "staff employee" and "staff agent".

[REDACTED] What is intended to accomplish there is civilian career employee.

25X1A9a

[REDACTED]: The members of the career staff, according to Regulation

Is that correct, John?

[REDACTED]: Yes, employees and staff agents.

25X1A9a

MR. WHITE: I withdraw my comment.

MR. KIRKPATRICK: Any other comments?

25X1A9a

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[REDACTED] I have a couple, on the thought that since World War II -- I am looking at page 1 of the Study, paragraph "D" under "Facts Bearing on the Problem" -- that there has been a trend toward gratuitous insurance. We have recently learned of a report by the Bureau of the Budget which indicates that there is, of course, a trend toward companies providing insurance but not necessarily underwriting it. That is particularly true in an overseas survey which the Bureau of the Budget took here just recently.

On page 2, paragraph "E" at the top of the page, I hope we don't get misled on that as a precedent because this thing is limited pretty carefully, as you see, to a local custom deal and again limited only to \$100.

25X1A9a

[REDACTED] There is a different purpose served, too. The purpose here is to promote a career service and the purpose there is so that the U. S. is not placed in a bad light as an employer in an overseas area.

25X1A9a

[REDACTED] I would question whether or not that would be a good precedent for us to rely on to attempt to seek this.

MR. KIRKPATRICK: I would seriously question whether the Bureau of the Budget has its facts right on Item "D" because I think it is fairly well-established that most companies provide company-paid-for insurance to a very large degree. I was talking to [REDACTED] about [REDACTED]

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and both of those do. The disability and medical insurance they split with the employees, but they have a completely paid for life insurance policy which is graduated according to the grade of the individual concerned.

25X1A9a

[REDACTED] And length of service, perhaps.

MR. KIRKPATRICK: And my old company, U. S. News World Report, has, since 1940, I think, carried both on employees, paid for in full by the company. So there is that trend. I don't think that that is necessarily a dominant factor but I think we have to recognize it in view of the fact that we are in job competition with private industry. The Bureau of the Budget is doing a study which should be out soon on private industries' overseas employee relations.

25X1A9a

[REDACTED] I had a report on that which indicated that 16 companies-- that it was split somewhat between providing it free or making it available.

[REDACTED]: How many companies?

25X1A9a

[REDACTED]: Sixteen. It was a sample that they took.

[REDACTED] Isn't one of the approximate reasons for this paper the difficulty the deep cover people get into in getting squared away?

25X1A9a

[REDACTED]: That is a large part of it.

[REDACTED] In the event we were unable to get legislation on this, is there anything internally we could do to advance money to people? To give them a retirement or other known assets might take some time to get untangled.

[REDACTED] We considered that, John. I suppose technically we could do that.

25X1A9a

MR. WHITE: It might be better to put it this way: technically you couldn't but actually you might.

25X1A9a

[REDACTED] Let's say there would be a way found to do it in an appropriate case. We considered the advisability of handing a widow \$1000 with the death notice and saying: "Your husband is dead. Here is \$1000. We're not going to come back later and ask you to pay this back to us." We thought it was somewhat appropriate to do that. You would get all mixed up in trying to settle affairs, and if you take it out of the retirement the widow might have to go and get the money.

MR. WHITE: And we don't control those retirements either.

25X1A9a

[REDACTED] We could put a stop on it if they tried to collect it in a lump sum. But it would leave more problems, we felt, in general.

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25X1A9a

There is another factor which the Task Force realized or came across after this report was finished, having to do with the lag in making payments. The prime consideration is that this money is to tide over the dependents during this interim period. It is our understanding that WAEPA insurance can be paid instantly, the minute the death certificate is official. The minute the Agency admits that the death has occurred the WAEPA insurance can be paid the next day.

MR. KIRKPATRICK: Which do you mean, the moment the death certificate is official or the moment the Agency admits the death occurred? There is quite a difference. A lot of these things hang up on the availability of a death certificate. If somebody disappears in the mountains of Inner Slobovia there is never going to be a death certificate.

25X1A9a

What I am trying to point out is that as soon as the death can be admitted by the Agency there is no question of trying to straighten up accounts if the individual had WAEPA insurance because that isn't involved in Agency accounts or retirement or anything of the sort.

MR. WHITE: Under the Missing Persons Act there is no problem, is there? They continue to get their pay.

25X1A9a

They continue to get their pay until the death certificate is filed by the Agency.

MR. KIRKPATRICK: Is it the general consensus of the Board that this death gratuity annex is an appropriate one that should be submitted to the Director along with other legislation requests? Any dissension?

25X1A9a

My only question is whether it is big enough, but presumably that has all been worked out in the study.

25X1A9a

The only comment I have on this is that we originally looked at the only available precedent in Government and that is the six month gratuity in the case of the military.

This is awfully small in comparison with that.

25X1A9a

Some people said if you're dead you're dead, and it costs just as much to bury a GS-15 as to bury a GS-5. Therefore, it should be on a lump sum basis.

I agree with that.

25X1A9a

We felt we would land on this figure of \$1000 as an

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arbitrary figure. We just felt this was a reasonable amount that a person could get along on for three or four months.

[REDACTED] Is there any precedent in any other agency?

25X1A9a

[REDACTED] There is none. It just doesn't exist for any other civilian employee of the Government, including the Foreign Service and the Coast and Geodetic Survey.

25X1A9a

[REDACTED] It would provide minimum assistance plus a general contribution to the career program.

MR. KIRKPATRICK: Wouldn't it be appropriate to give the drafters of the legislation the alternative of either incorporating this or six months pay?

25X1A9a

[REDACTED] I don't think the drafter should have the choice. I think it's up to this Board.

25X1A9a

MR. [REDACTED] When I went over this with my representative on this Task Force I leaned toward the six month gratuity; then I looked in here and found out what the widow gets in FECA, and that is about ten times the pension you get in the military.

25X1A9a

25X1A9a

[REDACTED] That was another reason for not going for the six months.

MR. [REDACTED] And your inequity in grades, 3 to 16, etc. Because we are the kind of Agency we are it takes an inordinate length of time to get employees' compensation, and the widow needs something to live on.

25X1A9a

[REDACTED] I'll buy that.

25X1A9a

MR. [REDACTED] There are considerable expenses incident to burial.

MR. KIRKPATRICK: Then I assume it is the will of the Board to accept it as presented.

The next item is the new business. Does anybody have anything they wish to bring up?

25X1A9a

[REDACTED] Would it be appropriate, Kirk, at this time, to take a quick look at the definition of the career service as set forth in the very first portion of this study? Some time was spent on this yesterday with the Assistant Directors, DD/I, and a substitute statement is offered, if this is the correct time to offer it, to the minutes. On page 2 are two paragraphs which purport to give a definition of the career service. It was felt that perhaps it's a little wordy and with maybe too much stress upon the so-called "dedicated" people,

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and so on, which seemed to beg the question a bit. The substitute paragraph for the two paragraphs would read as follows:

"The CIA career service is a group of individuals selected and especially qualified who desire to devote themselves permanently to the intelligence service of the U. S. Government. The program is open to all U. S. Nationals on full-time duty with the Agency."

The purpose here is just to establish a basis from which other portions of the entire career service can proceed. It's just a statement of a kind of basic philosophy of the career service for the Agency, without going into details as to whether you have a hard corps or whether you don't have a hard corps, or go into any details as to method of selection, which we could work out in other papers.

MR. KIRKPATRICK: I would suggest, Rud, that you take the draft as submitted by [REDACTED] and circulate that, together with the two previous versions, to all members so they can study them at their leisure.

[REDACTED] May I ask for a modification to your directive? At the last meeting the Board asked me to prepare a statement on this and I was authorized to especially work with [REDACTED] and whoever else necessary. This is a valid proposal, let's say, but I don't think it is a completely staffed out problem, and I'd like to call attention to one thing which I think would be fatal to it. We are talking about a career service and then we are also talking about a program, and I firmly believe, without the slightest question, that we will never solve our problem until we decide whether we are talking about a program or a service.

Therefore, I would like, Kirk, instead of circulating this, to work with [REDACTED], as I have tried to in the past week but have not been able to make contact with him, and discuss this point before this is circulated to the Career Board. I'd like to do a little bit more work before it is circulated, if possible.

MR. KIRKPATRICK: I think the Board would be happy to be spared any too much paper work on it. Is that satisfactory with you, [REDACTED]

[REDACTED] I suppose so.

MR. KIRKPATRICK: Any other new business?

You will note in the minutes of the last meeting they have given the schedule for the rest of the Legislative Task Force report. Next week we will have Restrictions and Obligations on CIA Careerists, and I believe we will hear

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(S) from the DD/I. We will also have Tenure, Job Security and Reduction in Force. And the following week Tabs E and H. I'd simply like to say, so that you won't start anticipating a vacation thereafter from weekly meetings, that the week of November 19 we will have available for us the report of the Junior Officers Panel, which I think is going to be quite important and certainly deserves our fullest consideration. And the week of November 26 the report of the Womens Panel will be available, and I trust by the following week the Insurance Task Force Panel will be available. So maybe we can close out 1953 with most of the basic work 25X1A9a done. Then the following week, [REDACTED] I trust we will have the recommendations on the simplification of the career service system or program.

[REDACTED] That is right. 25X1A9a

MR. KIRKPATRICK: So that we can end up the year happy.

[REDACTED] Happy careerists. 25X1A9a

We have received four requests for career development slots.

They are still being examined and processed, and presumably I will have them next week for action by the Board.

MR. KIRKPATRICK: Very good. Stand adjourned. Thank you, gentlemen.

. . . The meeting adjourned at 11:50 a.m. . . .

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